

# Performance Rating Categories

<b>Does Not Meet Expectations</b>	<b>Meets Minimal Expectations</b>	<b>Fully Competent</b>	<b>Commendable</b>	<b>Excellent</b>	<b>Outstanding</b>
Performance is well below the minimum requirements. Requires immediate review and action including implementation of Performance Improvement Plan (PIP).	Performance leaves room for improvement. Employee requires either additional development in deficient technical areas; or, may be a new hire requiring familiarity with lab processes; or is not responding favorably to coaching for improvement.	Good, solid performance. Fulfills all position requirements and goals.	Good, solid performance. Fulfills all position requirements and goals and may, on occasion, generate results above those expected of the position.	Excellent performance that consistently generates results above those expected of the position. Contributes in an excellent manner to technical and functional innovations.	Outstanding performance that results in extraordinary and exceptional accomplishments with significant contributions to goals of the Department, Division or Laboratory.